

TABLE D-13. Maximum likelihood estimates for associate-professor rank, hazard model I-1

Variable	Coefficient	Standard error	z=b/se	P[Z >z	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z	Mean of x
FEMALE	-1.02297E-01	6.71995E-02	-1.522	0.1279	3.31197E-01	MCITPHD	2.00989E-01	1.82581E-01	1.101	0.2710	2.43167E+06
FDEP63	-1.44711E-01	7.11107E-02	-2.035	0.0419	1.01791E-01	HCAPPHD	2.42590E-01	2.16920E-01	1.118	0.2634	7.35156E+05
FDEP183	-2.37485E-01	6.28011E-02	-3.782	0.0002	8.91612E+06	MHCAPPHD	-7.45528E-02	6.57047E-02	-1.135	0.2565	6.97078E-01
FMAR3	6.55210E-02	9.90049E-02	0.662	0.5081	1.69651E-01	HISPAN	7.45140E-02	7.84299E-02	0.950	0.3421	6.29595E+06
DEP63	4.75091E-02	3.37270E-02	1.409	0.1589	4.36381E-01	BLACK	-1.57616E-01	7.94909E-02	-1.983	0.0474	6.03205E+06
DEP183	9.77699E-02	2.87705E-02	3.398	0.0007	3.76249E-01	ASIAN	-9.57960E-02	7.24682E-02	-1.322	0.1862	1.15174E-01
MDEP3	5.22073E-02	7.05524E-02	0.740	0.4593	2.07540E-01	NATAMER	-1.42758E-01	2.11337E-01	-0.676	0.4994	8.10556E+05
MAR3	8.33067E-02	6.59435E-02	1.263	0.2065	5.97549E-01	BIO	-3.91083E-01	9.26093E-02	-4.223	0.0000	3.06880E-01
MMAR3	-3.56675E-01	8.11211E-02	-4.397	0.0000	1.36475E-01	HEALTH	1.93176E-01	1.01952E-01	1.895	0.0581	7.78511E+06
TA	5.36558E-02	5.88480E-02	0.912	0.3619	1.66447E-01	CHEMENG	5.15690E-01	1.60109E-01	3.221	0.0013	1.35721E+06
RA	2.52727E-03	5.56366E-02	0.045	0.9638	2.58812E-01	ELECENG	2.28427E-01	1.23761E-01	1.846	0.0649	3.03487E+06
FELLOW	1.07966E-01	1.01175E-01	1.067	0.2859	3.92083E+06	OTHENG	1.42750E-01	9.63651E-02	1.481	0.1385	9.74552E+06
TRAIN	2.00873E-02	6.45117E-02	0.311	0.7555	1.44769E-01	COMP	5.82885E-01	1.37263E-01	4.246	0.0000	1.97926E+06
MPSOURC	5.82773E-02	7.45848E-02	0.781	0.4346	1.22337E-01	MATH	2.70806E-01	1.10784E-01	2.444	0.0145	4.80679E+06
TTD1	-1.44328E-02	9.44956E-03	-1.527	0.1267	9.06956E+00	PHYSICS	-3.68969E-01	1.19902E-01	-3.077	0.0021	5.18379E+06
MTTD1	2.56127E-01	3.51991E-01	0.728	0.4668	2.63902E+06	CHEM	-2.25331E-01	1.22665E-01	-1.837	0.0662	4.75024E+06
PDOCP	-5.65391E-01	5.00691E-02	-11.292	0.0000	4.27144E-01	EAOSCI	-1.19495E-01	1.25748E-01	-0.950	0.3420	3.58153E+06
MPDOCP	-4.59965E-01	1.35384E-01	-3.397	0.0007	4.56173E+06	OPSCI	-7.16497E-02	4.54940E-01	-0.157	0.8749	1.69651E+05
FSWI	-4.74556E-02	4.26642E-02	-1.112	0.2660	3.77568E-01	PSYCH	-2.52598E-01	1.02630E-01	-2.461	0.0138	8.21866E+06
MFSWI	-7.05217E-02	4.75780E-02	-1.482	0.1383	3.47220E-01	ECON	1.55624E-01	1.20463E-01	1.292	0.1964	3.31762E+06
BAINT	-1.51405E-02	1.03990E-01	-0.146	0.8842	1.09896E-01	POLYSCI	1.41315E-02	1.36584E-01	0.103	0.9176	2.29972E+06
MBAINT	3.68467E-02	3.12143E-01	0.118	0.9060	2.18662E+06	SAD	3.50518E-02	1.06239E-01	0.330	0.7415	5.86239E+06
AGEPHD	1.38666E-02	8.41470E-03	1.648	0.0994	3.11889E+01	OSSCI	1.75595E-01	1.37528E-01	1.277	0.2017	2.18662E+06
NATUPHD	-9.50339E-02	1.00162E-01	-0.949	0.3427	4.59943E+06	PHD70S	-4.22503E-01	1.16996E-01	-3.611	0.0003	5.57964E+06
PERMPHD	2.43658E-02	1.17440E-01	0.207	0.8356	3.54383E+06	PHD80S	-2.34753E-01	8.78656E-02	-2.672	0.0075	7.65127E-01
TEMPPHD	1.44348E-01	1.12573E-01	1.282	0.1998	8.74647E+06						

NOTES: Dependent variable: YRSASO; 5305 observations; 6 iterations; log likelihood function = -23353.82; restricted log likelihood = -23770.29; Chi-squared = 832.9312; d.f. = 51; significance = .000000. Log-rank test with 51 degrees of freedom: Chi-squared = 858.780, Prob = .0000.